

S
331.21
L1PWR
2001

Montana Prevailing Wage Nonconstruction Services



STATE DOCUMENTS COLLECTION

JUN 11 2001

MONTANA STATE LIBRARY
1515 E. 6th AVE.
HELENA, MONTANA 59620

Rates Effective June 30, 2001

Published by the Research and Analysis Bureau
Job Service Division
Montana Department of Labor and Industry

MONTANA STATE LIBRARY



3 0864 0015 5859 5

MONTANA

PREVAILING WAGE RATES

Nonconstruction Services

Rates Effective June 30, 2001

State of Montana
Judy Martz, Governor

Department of Labor and Industry
Mike Foster, Commissioner

To obtain copies of prevailing wage rate schedules, contact:
Research and Analysis Bureau, Job Service Division
Montana Department of Labor and Industry
P. O. Box 1728, 840 Helena Ave.
Helena, MT 59624-1728
Phone 406-444-2430 FAX 406-444-2638
Toll free within Montana 800-633-0229
Toll free outside Montana 800-541-3904
TDD 406-444-0532

We're also on the Internet at: <http://rad.dli.state.mt.us/>

For information relating to public works projects and payment of prevailing wage rates, contact:
Employment Relations Division
Montana Department of Labor and Industry
P. O. Box 8011
Helena, MT 59624-8011
Phone 406-444-5600
TDD 406-444-5549

As always, the Research and Analysis Bureau welcomes questions, comments and suggestions from the public. In addition, we'll do our best to provide information in accessible format, on request, in compliance with the Americans with Disabilities Act.

TABLE OF CONTENTS

MONTANA PREVAILING WAGE REQUIREMENTS:

Page

A.	Date of Publication	i
B.	Assistance	i
C.	Definition of Services Occupations	i
D.	Prevailing Wage Schedule	ii
E.	Fringe Benefits.....	ii
F.	Prevailing Wage Districts	iii
G.	Apprentices	iv
H.	Posting Notice of Prevailing Wage.....	iv
I.	Employment Preference.....	iv
J.	Nonconstruction Services Occupations	iv
K.	Rates for Occupations with Insufficient Data.....	xi
L.	Rates to Use for Projects.....	xii

MONTANA PREVAILING WAGE RATES BY DISTRICT:

Page

District 1 Nonconstruction Services Occupations.....	1
District 2 Nonconstruction Services Occupations.....	5
District 3 Nonconstruction Services Occupations.....	9
District 4 Nonconstruction Services Occupations.....	13
District 5 Nonconstruction Services Occupations.....	17
District 6 Nonconstruction Services Occupations.....	21
District 7 Nonconstruction Services Occupations.....	25
District 8 Nonconstruction Services Occupations.....	29
District 9 Nonconstruction Services Occupations.....	33
District 10 Nonconstruction Services Occupations.....	37

MONTANA PREVAILING WAGE REQUIREMENTS

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated, has determined the standard prevailing rate of wages for the occupations listed in this publication.

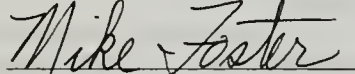
The wages specified herein control the prevailing rate of wages for the purposes of 18-2-401, et. seq., Montana Code Annotated. It is required that each employer pay, as a minimum, the rate of wages, including fringe benefits for health and welfare, pension contributions, vacation, training, travel allowance, and per diem applicable to the district in which the work is being performed, as provided in the attached wage determinations.

A. Date of Publication: June 30, 2001

B. Assistance

To obtain copies of the prevailing wage schedules, please call the Research and Analysis Bureau at 1-800-541-3904 or TDD 1-406-444-0532.

For information relating to public works projects and payment of prevailing wage rates, please call the Labor Standards Bureau at 1-406-444-5600 or TDD 1-406-444-5549.



MIKE FOSTER

Commissioner

Department of Labor and Industry

State of Montana

C. Definition of Nonconstruction Services Occupations

For the purposes of Prevailing Wage, the Commissioner of Labor and Industry has determined that nonconstruction services means work performed by an individual, not including management, office or clerical work, for:

- (a) the maintenance of publicly owned buildings and facilities, including public highways, roads, streets and alleys;
- (b) custodial or security services for publicly owned buildings and facilities;
- (c) grounds maintenance for publicly owned property;
- (d) the operation of public drinking water supply, waste collection and waste disposal systems;
- (e) law enforcement, including janitors and prison guards;
- (f) fire protection;
- (g) public or school transportation driving;
- (h) nursing, nurse's aide services, and medical laboratory technician services;
- (i) material and mail handling;
- (j) food service and cooking;
- (k) motor vehicle and construction equipment repair and servicing; and
- (l) appliance and office machine repair and servicing.

D. Prevailing Wage Schedule

Employers are surveyed biennially to determine prevailing wage rates for services occupations. This publication covers only services occupations. Heavy and highway industry rates are contained in a separate publication. Building construction occupations are surveyed in alternate years and current rates are contained in a publication dated July 1, 2000. All of these rates will remain in effect until superseded by a more current publication.

E. Fringe Benefits

Section 18-2-412 of the wage and hour laws states that:

“a contractor or subcontractor may: (a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;

(b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the United States department of labor; or

(c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits for health and welfare and pension contributions that meet the requirements of the Employee Retirement Income Security Act of 1974, travel, or other bona fide programs approved by the United States department of labor, that is applicable to the district for the particular type of work being performed.

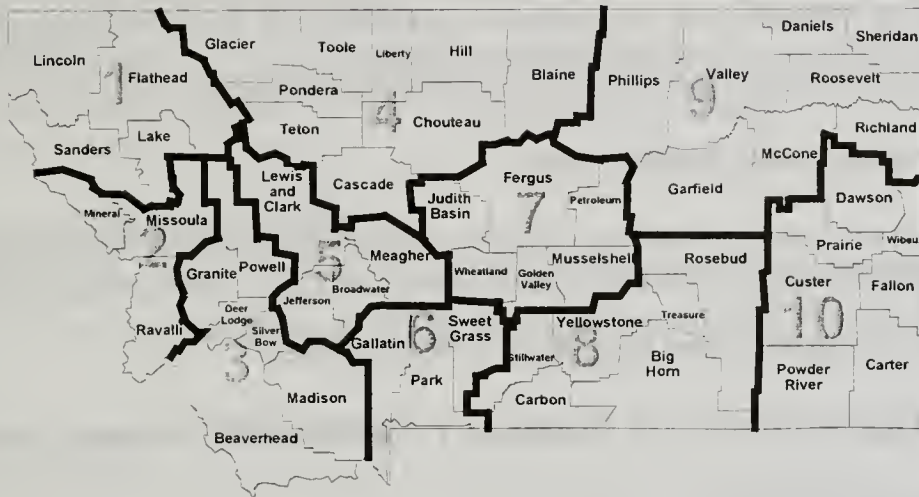
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the United States department of labor.”

Vacation benefit amounts are included in the prevailing wage rate for services occupations. Vacation can be deducted from the wage rate, after taxes, provided the employer is signatory to a collective bargaining agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement, the employer must pay the full prevailing wage amount with no deduction for vacation. Other fringe benefits specified (health and welfare, pension, and apprenticeship training) are to be paid in addition to the prevailing wage rates. For services occupations, there are no travel or per diem rates.

Vacation, health and welfare, pension, and apprenticeship training benefits are not to be considered a part of the hourly rate of pay for overtime purposes unless there is a collectively bargained agreement in effect that specifies that fringe benefits are to be computed on an hours-paid basis.

F. Prevailing Wage Districts

Montana counties are aggregated into 10 districts for the purpose of prevailing wage. A map showing these districts follows:



The prevailing wage districts are composed of the following counties:

District 1 - Kalispell: includes Flathead, Lake, Lincoln and Sanders counties

District 2 - Missoula: includes Mineral, Missoula and Ravalli counties

District 3 - Butte: includes Beaverhead, Deer Lodge, Granite, Madison, Powell and Silver Bow counties

District 4 - Great Falls: includes Blaine, Cascade, Chouteau, Glacier, Hill, Liberty, Pondera, Teton and Toole counties

District 5 - Helena: includes Broadwater, Jefferson, Lewis and Clark, and Meagher counties

District 6 - Bozeman: includes Gallatin, Park and Sweet Grass counties

District 7 - Lewistown: includes Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum and Wheatland counties

District 8 - Billings: includes Big Horn, Carbon, Rosebud, Stillwater, Treasure and Yellowstone counties

District 9 - Glasgow: includes Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan and Valley counties

District 10 - Miles City: includes Carter, Custer, Dawson, Fallon, Prairie, Powder River and Wibaux counties

G. Apprentices

Wage rates for apprentices in approved federal or state apprenticeship programs are contained in those programs. However, apprentices not registered in approved federal or state apprenticeship programs will be paid the prevailing wage rate when working on a public works contract.

H. Posting Notice of Prevailing Wages

Section 18-2-406, Montana Code Annotated, provides that contractors, subcontractors, and employers who are performing work or providing services under public works contracts as provided in this part shall post in a prominent and accessible site on the project or work area, not later than the first day of work, a legible statement of all wages to be paid to the employees on such site or work area.

I. Employment Preference

Section 18-2-403, Montana Code Annotated requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

J. Nonconstruction Services Occupations

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES:

BASIN OPERATOR

D.O.T. 954.385-010

Tends and maintains desilting basin that removes silt from river water entering irrigation system.

BOILER OPERATOR

D.O.T. 950.382-010

Operates automatically fired boilers to generate steam that supplies heat or power for buildings or industrial processes.

BUILDING INSPECTOR

D.O.T. 168.167-030

Inspects new and existing buildings and structures to enforce conformance to building, grading, and zoning laws and approved plans, specifications, and standards.

CLEANER/JANITOR

D.O.T. 381.687-014

Keeps premises of office buildings, apartment houses, or other commercial or institutional buildings in clean and orderly condition.

DITCH RIDER**D.O.T. 954.362-010**

Controls irrigation system to convey water to farms in assigned area, according to rights or as instructed, for irrigating fields and crops.

ELEVATOR REPAIRER**D.O.T. 825.281-030**

Repairs and maintains elevators, escalators, and dumbwaiters to meet safety regulations and building codes.

HIGHWAY MAINTENANCE WORKER**D.O.T. 899.684-014**

Maintains highways, municipal and rural roads, and rights-of-way in safe condition, erecting and repairing guardrails, highway markers, and snow fences, repairing eroded pavement, and driving snow removal equipment.

JANITOR-BUILDING MAINTENANCE**D.O.T. 382.664-010**

Keeps office buildings and commercial establishments in clean and orderly condition by sweeping, mopping, painting, and scrubbing. May perform maintenance and repair duties as necessary.

JANITORIAL SERVICES SUPERVISOR**D.O.T. 381.137-010**

Supervises and coordinates the activities of workers engaged in janitorial duties.

RADIO ENGINEER TECHNICIAN**D.O.T. 823.281-014**

Adjusts, installs, tests and repairs high-powered stationary radio transmitting equipment and audio equipment in FM radio station. Records concert and studio music.

STREET SWEEPER OPERATOR**D.O.T. 919.683-022**

Drives sweeping machine that cleans streets of trash and other accumulations.

GROUPS MAINTENANCE FOR PUBLICLY OWNED PROPERTY:**CEMETERY WORKER****D.O.T. 406.684-010**

Prepares graves and maintains cemetery grounds. May drive vehicles, such as backhoe, trucks, and tractors.

GARBAGE COLLECTOR**D.O.T. 955.687-022**

Collects refuse on designated truck route within specified area.

GROUNDSKEEPER**D.O.T. 406.684-014**

Maintains grounds of industrial, commercial, or public property performing a combination of tasks including lawn mowing, trimming, fertilizing, watering, and general maintenance.

SNOW SHOVELER**D.O.T. 955.687-014**

Shovels snow into truck or open sewer from streets and other public thoroughfares.

WEED SPRAYER**D.O.T. 408.684-014**

Sprays herbicides to control weeds using hose, truck-mounted boom or portable spray equipment.

OPERATION OF PUBLIC DRINKING WATER SUPPLY, WASTE COLLECTION, AND WASTE DISPOSAL SYSTEMS:**METER READER****D.O.T. 209.567-010**

Reads water meters and records volume used by residential and commercial consumers.

PUMP STATION OPERATOR**D.O.T. 954.382-010**

Operates pumping equipment to transfer raw water to treatment plant, or distribute processed water to residential, commercial, and industrial establishments.

SANITARY LANDFILL OPERATOR**D.O.T. 955.463-010**

Operates heavy equipment, such as bulldozer, front-end loader, and compactor, to excavate landfill site, transport solid waste materials, and to spread and compact layers of waste and earth cover.

SEWAGE DISPOSAL WORKER**D.O.T. 955.687-010**

Cleans and maintains equipment in sewage disposal plant to facilitate flow and treatment of sewage.

SEWER PIPE CLEANER/REPAIRER**D.O.T. 899.664-014**

Removes roots, debris, and other refuse from clogged sewer lines and drains, using portable electric sewer cleaning machine, and repairs breaks in underground piping and maintains municipal storm and sanitary sewer lines, catch basins, manholes, and culverts, replacing damaged sections of pipe as necessary.

WASTEWATER TREATMENT PLANT OPERATOR**D.O.T. 955.362-010**

Operates sewage treatment, sludge processing, and disposal equipment in wastewater treatment plant to control flow and processing of sewage.

WASTEWATER TREATMENT PLANT ATTENDANT**D.O.T. 955.585-010**

Tends pumps, conveyors, blowers, chlorinators, vacuum filters, and other equipment used to decontaminate wastewater by settling, aeration, and sludge digestion.

WATER TREATMENT PLANT OPERATOR**D.O.T. 954.382-014**

Controls treatment plant machines and equipment to purify and clarify water for human consumption and for industrial use.

LAW ENFORCEMENT, INCLUDING JANITORS AND PRISON GUARDS:**BAILIFF****D.O.T. 377.667-010**

Maintains order in courtroom during trial and guards jury from outside contact.

CORRECTION OFFICER**D.O.T. 372.667-018**

Guards inmates in penal institution in accordance with established policies, regulations, and procedures. Observes conduct and behavior of inmates to prevent disturbances and escapes. Inspects locks, window bars, grills, doors and gates for tampering. Searches inmates and cells for contraband articles. Guards and directs inmates during work assignments. Patrols assigned areas for evidence of forbidden activities or infraction of rules. Employs weapons or force to maintain discipline and order among prisoners, if necessary.

DISPATCHER**D.O.T. 379.362-010**

Receives complaints from public concerning crimes and police emergencies, broadcasts orders to police radio patrol units in vicinity to investigate complaint, and relays instructions or questions from remote units.

DOGCATCHER**D.O.T. 379.673-010**

Captures and impounds unlicensed, stray, and uncontrolled animals, snaring them with net, rope, or other device.

JAILER**D.O.T. 372.367-014**

Guards prisoners in precinct station house or municipal jail, assuming responsibility for all needs of prisoners during detention.

PARKING ENFORCEMENT OFFICER**D.O.T. 375.587-010**

Patrols assigned area, such as public parking lot or section of city, to issue tickets to parking violators.

PROBATION/PAROLE OFFICER**D.O.T. 195.107-046**

Counsels juvenile or adult offenders in activities related to legal conditions of probation or parole.

SECURITY GUARD**D.O.T. 372.667-034**

Guards industrial or commercial property against fire, theft, vandalism and illegal entry.

FIRE PROTECTION:**FIRE MARSHALL****D.O.T. 373.267-014**

Investigates and gathers facts to determine cause of fires and explosions and enforces fire laws.

FIREFIGHTER**D.O.T. 373.364-010**

Controls and extinguishes fires, protects life and property, and maintains equipment as employee of city, township or industrial plant.

PUBLIC OR SCHOOL TRANSPORTATION DRIVING:**BUS DRIVER****D.O.T. 913.463-010**

Drives bus designed to carry 10 or more persons to transport people between pick up points and drop off points.

VAN DRIVER**D.O.T. 913.663-018**

Drives minibus, van or lightweight truck designed to carry nine or fewer persons to transport clients to social services or rehabilitation center, training location, job site or other destination.

NURSING, NURSE'S AIDE SERVICES, AND MEDICAL LABORATORY TECHNICIAN SERVICES:**EMERGENCY MEDICAL TECHNICIAN****D.O.T. 079.374-010**

Administers first aid treatment to and transports sick or injured persons to medical facility, working as member of emergency medical team. Responds to instructions from emergency medical dispatcher.

COMMUNITY HEALTH NURSE**D.O.T. 075.124-014**

Instructs individuals and families in health education and disease prevention in community health agency.

GENERAL DUTY NURSE**D.O.T. 075.364-010**

Provides general nursing care to patients in hospital, nursing home, infirmary or similar health care facility.

LICENSED PRACTICAL NURSE**D.O.T. 079.374-014**

Provides prescribed medical treatment and personal care services to ill, injured, convalescent and handicapped persons in such settings as hospitals, clinics, private homes, schools, sanitariums and similar institutions.

MEDICAL LABORATORY TECHNICIAN**D.O.T. 078.381-014**

Performs routine tests in medical laboratory to provide data for use in diagnosis and treatment of disease.

NURSE ANESTHETIST**D.O.T. 075.371-010**

Administers local, inhalation, intravenous and other anesthetics prescribed by anesthesiologist to induce total or partial loss of sensation or consciousness in patients during surgery, deliveries or other medical and dental procedures.

NURSE ASSISTANT**D.O.T. 355.674-014**

Performs following duties, and others as assigned, in care of patients in hospital, nursing home, or other medical facility, under direction of nursing and medical staff: answers signal lights; bathes, dresses, and undresses patients; serves and collects food trays and feeds patients requiring help; transports patients or assists patients to walk; changes bed linens; runs errands; directs visitors.

NURSE PRACTITIONER**D.O.T. 075.264-010**

Provides general medical care and treatment to patients in medical facility, such as clinic, health center or public health agency, under direction of physician.

OFFICE NURSE**D.O.T. 075.374-014**

Cares for and treats patients in medical office, as directed by physician.

ORDERLY**D.O.T. 355.674-018**

Performs following tasks, and others as assigned, as directed by nursing and medical staff to care for patients in hospital, nursing home, or other medical facility: bathes patients; measures and records intake and output of liquids; takes and records temperature, pulse, and respiration rate; gives enemas; carries meal trays to patients and feeds patients unable to feed themselves; lifts patients onto and from bed; transports patients.

MATERIAL AND MAIL HANDLING:

MAIL HANDLER

D.O.T. 209.687-014

Sorts and processes incoming and outgoing mail.

MATERIAL HANDLER

D.O.T. 929.687-030

Loads, unloads and moves materials within or near plant, yard or work site either by hand or using mechanical means. This occupation does not apply to the construction industry.

FOOD SERVICE AND COOKING:

COOK

D.O.T. 315.361-010

Prepares and cooks foodstuffs in quantities according to menu and number of persons to be served.

FOOD SERVICE WORKER

D.O.T. 311.677-018

Performs a variety of duties to facilitate food service: serves and replenishes food, helps to deliver food trays, cleans and sanitizes work counters, steam tables, and other equipment, and lifts and moves supplies, equipment and food.

MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING:

AUTOMOTIVE MECHANIC

D.O.T. 620.261-010

Repairs and overhauls automobiles, buses, trucks and other automotive vehicles.

CONSTRUCTION EQUIPMENT MECHANIC

D.O.T. 620.261-022

Analyzes malfunctions and repairs, rebuilds and maintains construction equipment.

APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING:

APPLIANCE SERVICE REPRESENTATIVE

D.O.T. 827.261-010

Installs, services and repairs stoves, refrigerators, dishwashing machines and other electrical household or commercial appliances using hand tools and test equipment.

ELECTRONICS MECHANIC, COMPUTER

D.O.T. 828.261-022

Repairs electronic equipment such as computers, and peripheral equipment such as monitors, printers, tape drives and disk drives.

OFFICE MACHINE SERVICER**D.O.T. 633.281-018**

Repairs and services office machines, such as adding, accounting, and calculating machines, copiers and typewriters.

K. Rates for Occupations with Insufficient Data

There was not enough data received to set new prevailing wage rates for the following occupations.

FOREST WORKER**D.O.T. 452.687-010**

Performs a variety of tasks involved in reforestation and protecting timber tracts and maintaining forest facilities, such as roads and campsites.

MAIL CARRIER**D.O.T. 230.367-010**

Sorts mail for delivery and delivers mail on established route.

Rates from previous publications will remain in effect for these occupations as follows.

District 1	Prevailing Wage Rate		Health/ Welfare		Pension	*Vacation	Training
Forest Worker	\$15.03	s	\$0.00		\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28	s	0.88 s	1.07 s	0.00
District 2							
Forest Worker	\$15.03	s	\$0.00		\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28	s	0.88 s	1.07 s	0.00
District 3							
Forest Worker	\$15.03	s	\$0.00		\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28	s	0.88 s	1.07 s	0.00
District 4							
Forest Worker	\$15.03	s	\$0.00		\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28	s	0.88 s	1.07 s	0.00
District 5							
Forest Worker	\$15.03	s	\$0.00		\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28	s	0.88 s	1.07 s	0.00

District 6

Forest Worker	\$15.03	s	\$0.00	\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28 s	0.88 s	1.07 s	0.00

District 7

Forest Worker	\$15.03	s	\$0.00	\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28 s	0.88 s	1.07 s	0.00

District 8

Forest Worker	\$15.03	s	\$0.00	\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28 s	0.88 s	1.07 s	0.00

District 9

Forest Worker	\$15.03	s	\$0.00	\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	c	1.28 c	0.88 c	1.07 c	0.00

District 10

Forest Worker	\$15.03	s	\$0.00	\$0.00	\$0.00	\$0.00
Mail Carrier	\$13.42	s	1.28 s	0.88 s	1.07 s	0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s -- Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c -- Rate is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

L. Rates to Use for Projects

Rates to be used on a public works project are those which are in effect at the time the project and bid specifications are advertised.

District 1

Occupation	Prevailing Wage Rate		Health/ Welfare		Pension		*Vacation		Training
Maintenance of publicly owned buildings and facilities:									
Basin operator	\$11.41	s	\$2.69	s	\$0.56	s	\$0.51	s	\$0.00
Boiler operator	\$7.56	u	\$1.77		\$0.52	u	\$0.44	u	\$0.00
Building inspector	\$14.61	c	\$2.23	c	\$0.99	c	\$0.99	c	\$0.00
Cleaner/janitor	\$7.77		\$1.18	u	\$0.54	u	\$0.45	u	\$0.00
Ditch rider	\$9.37		\$1.33	c	\$0.71	c	\$0.79	c	\$0.00
Elevator repairer	\$23.14	u	\$4.33	u	\$2.46	u	\$1.39	u	\$0.15 u
Highway maintenance worker	\$12.90	u	\$1.58		\$0.78		\$0.49		\$0.00
Janitor-building maintenance	\$7.31	u	\$1.80		\$0.50	u	\$0.42	u	\$0.00
Janitorial services supervisor	\$13.35		\$1.36		\$1.00		\$0.89		\$0.00
Radio engineer technician	\$17.20	c	\$0.96	c	\$0.00		\$0.75	c	\$0.00
Street sweeper operator	\$10.95	u	\$1.30	u	\$0.76	u	\$0.67	u	\$0.00
Grounds maintenance for publicly owned property:									
Cemetery worker	\$9.30	c	\$1.73	s	\$0.71	s	\$0.31	c	\$0.00
Garbage collector	\$12.28		\$2.07	c	\$2.75	c	\$0.81	c	\$0.00
Groundskeeper	\$9.53		\$1.32		\$0.71		\$0.00		\$0.00
Snow shoveler	\$10.95	u	\$1.30	u	\$0.76	u	\$0.63	u	\$0.00
Weed sprayer	\$10.21	c	\$0.00		\$0.00		\$0.00		\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 1

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$11.73 u	\$1.30 u	\$0.81 u	\$0.68 u	\$0.00
Pump station operator	\$12.71	\$1.65	\$1.25 c	\$0.64	\$0.00
Sanitary landfill operator	\$14.97 u	\$1.30 u	\$1.02	\$0.28	\$0.00
Sewage disposal worker	\$11.83 s	\$1.26 s	\$0.83 s	\$0.67 s	\$0.00
Sewer pipe cleaner/ repairer	\$10.95 u	\$1.30 u	\$0.76 u	\$0.63 u	\$0.00
Wastewater treatment plant operator	\$14.17 c	\$2.12 c	\$1.26 c	\$0.60 c	\$0.00
Wastewater treatment plant attendant	\$11.55 s	\$2.64 s	\$0.87 s	\$0.89 s	\$0.00
Water treatment plant operator	\$14.52	\$1.92 c	\$1.24 c	\$1.04 c	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$9.39	\$1.59	\$0.64	\$0.56	\$0.00
Correction officer	\$8.34 s	\$1.03 s	\$0.57 s	\$0.48 s	\$0.00
Dispatcher	\$10.64 u	\$1.30 u	\$0.73 u	\$0.61 u	\$0.00
Dogcatcher	\$10.87	\$1.30 u	\$0.73	\$0.70	\$0.00
Jailer	\$12.18	\$1.59	\$0.83	\$0.73	\$0.00
Parking enforcement officer	\$10.20 c	\$2.19 s	\$0.69 c	\$0.54 s	\$0.00
Probation/parole officer	\$10.13 u	\$1.30 u	\$0.70 u	\$0.58 u	\$0.00
Security guard	\$9.11	\$0.00	\$0.00	\$0.00	\$0.00
Fire protection:					
Fire marshal	\$19.47 c	\$2.54 c	\$2.31 c	\$1.32 c	\$0.00
Firefighter	\$14.81 c	\$2.42 c	\$2.45 c	\$1.39 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 1

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$9.35 u	\$1.18 u	\$0.65 u	\$0.53	\$0.00
Van driver	\$6.85 c	\$0.00	\$0.00	\$0.47 c	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$10.85 s	\$1.66 s	\$1.02 s	\$0.60 s	\$0.00
Community health nurse	\$15.04	\$1.59	\$1.02	\$0.90	\$0.00
General duty nurse	\$12.72 u	\$1.88 u	\$0.36	\$0.48	\$0.00
Licensed practical nurse	\$11.29	\$1.37 c	\$0.00	\$0.59 c	\$0.00
Medical laboratory technician	\$16.59	\$1.53 c	\$0.00	\$0.41 c	\$0.00
Nurse anesthetist	\$34.01 c	\$2.27 c	\$4.75 c	\$3.28 c	\$0.00
Nurse assistant	\$8.31	\$1.09	\$0.00	\$0.15	\$0.00
Nurse practitioner	\$24.14	\$0.00	\$0.00	\$0.00	\$0.00
Office nurse	\$15.12	\$0.00	\$0.00	\$0.00	\$0.00
Orderly	\$6.93	\$0.00	\$0.00	\$1.25	\$0.00
Material and mail handling:					
Mail handler	\$8.83 c	\$1.60 c	\$0.56 c	\$0.25 c	\$0.00
Material handler	\$8.78 s	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$6.68 u	\$1.88 u	\$0.46 u	\$0.38 u	\$0.00
Food service worker	\$6.08 u	\$1.88 u	\$0.21 u	\$0.35 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 1

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$6.61 u	\$1.10	\$0.46 u	\$0.38 u	\$0.00
Construction equipment mechanic	\$15.58	\$1.59	\$1.08	\$0.93	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$11.60 c	\$1.26 c	\$0.00	\$0.00	\$0.00
Electronics mechanic, computer	\$15.00	\$1.65	\$0.45	\$0.60	\$0.40
Office machine servicer	\$12.24 c	\$0.25 c	\$0.00	\$0.47 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 2

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$11.41 s	\$2.69 s	\$0.56 s	\$0.51 s	\$0.00
Boiler operator	\$9.53 u	\$2.11 u	\$0.06 u	\$0.55 u	\$0.00
Building inspector	\$12.00 u	\$1.95 u	\$0.83 u	\$0.69 u	\$0.00
Cleaner/janitor	\$5.93 u	\$2.11 u	\$0.06 u	\$0.34 u	\$0.00
Ditch rider	\$11.33 c	\$1.22 c	\$0.58 s	\$0.53 c	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$12.90 u	\$0.87 u	\$0.89 u	\$0.02	\$0.00
Janitor-building maintenance	\$6.70 u	\$1.41	\$0.06 u	\$0.33	\$0.00
Janitorial services supervisor	\$12.19	\$1.78	\$0.88 c	\$0.49	\$0.00
Radio engineer technician	\$17.54 c	\$1.25 s	\$0.00	\$0.65 s	\$0.00
Street sweeper operator	\$12.74 c	\$2.31 c	\$0.93 s	\$0.00	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$10.00 u	\$2.11 u	\$0.69 u	\$0.58 u	\$0.00
Garbage collector	\$15.45	\$2.16 u	\$3.52 u	\$0.93	\$0.00
Groundskeeper	\$7.27	\$0.00	\$0.00	\$0.00	\$0.00
Snow shoveler	\$10.18 s	\$0.00	\$0.00	\$0.00	\$0.00
Weed sprayer	\$9.90 c	\$0.00	\$0.00	\$0.00	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 2

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$10.46 c	\$1.84 c	\$0.74 c	\$0.63 c	\$0.00
Pump station operator	\$13.83 c	\$1.65 c	\$1.39 c	\$0.49 c	\$0.00
Sanitary landfill operator	\$18.77	\$2.88	\$1.29 c	\$1.45	\$0.00
Sewage disposal worker	\$11.83 s	\$1.26 s	\$0.83 s	\$0.67 s	\$0.00
Sewer pipe cleaner/ repairer	\$11.50 c	\$1.76 c	\$0.79 c	\$0.98 s	\$0.00
Wastewater treatment plant operator	\$10.00 u	\$2.11 u	\$0.69 u	\$0.58 u	\$0.00
Wastewater treatment plant attendant	\$11.55 s	\$2.64 s	\$0.87 s	\$0.89 s	\$0.00
Water treatment plant operator	\$11.00 u	\$2.11 u	\$0.76 u	\$0.63 u	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$9.39 c	\$1.59 c	\$0.64 c	\$0.56 c	\$0.00
Correction officer	\$8.34 s	\$1.03 s	\$0.57 s	\$0.48 s	\$0.00
Dispatcher	\$5.44 u	\$1.57 u	\$0.38 u	\$0.31 u	\$0.00
Dogcatcher	\$10.87 c	\$2.02 c	\$0.73 c	\$0.70 c	\$0.00
Jailer	\$5.42 u	\$1.27 u	\$0.37 u	\$0.31 u	\$0.00
Parking enforcement officer	\$9.51 s	\$2.19 s	\$0.64 s	\$0.54 s	\$0.00
Probation/parole officer	\$15.58 c	\$1.52 c	\$1.06 c	\$0.93 c	\$0.00
Security guard	\$9.11 c	\$0.00	\$0.00	\$0.00	\$0.00
Fire protection:					
Fire marshal	\$20.11 s	\$2.42 s	\$2.19 s	\$1.33 s	\$0.00
Firefighter	\$14.57 s	\$2.38 s	\$2.22 s	\$1.18 s	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 2

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$8.82	\$1.39 u	\$0.62 u	\$0.51 u	\$0.00
Van driver	\$6.60 s	\$0.00	\$0.00	\$0.28 s	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$10.85 s	\$1.66 s	\$1.02 s	\$0.60 s	\$0.00
Community health nurse	\$15.19 c	\$1.64 c	\$1.15 c	\$0.85 c	\$0.00
General duty nurse	\$16.65 u	\$0.83 u	\$0.25 u	\$1.12	\$0.00
Licensed practical nurse	\$12.42	\$1.24 s	\$0.48 c	\$0.81 c	\$0.00
Medical laboratory technician	\$16.23 c	\$1.77 c	\$0.38 c	\$0.30 c	\$0.00
Nurse anesthetist	\$33.43 c	\$2.64 c	\$0.77 c	\$3.86 c	\$0.00
Nurse assistant	\$7.57	\$0.89 s	\$0.36 c	\$0.30 c	\$0.00
Nurse practitioner	\$24.14 c	\$0.00	\$0.00	\$0.79 c	\$0.00
Office nurse	\$16.32	\$0.00	\$0.00	\$0.65	\$0.00
Orderly	\$6.93 c	\$0.00	\$0.00	\$1.25 c	\$0.00
Material and mail handling:					
Mail handler	\$8.48	\$1.84 s	\$0.56 s	\$0.79	\$0.00
Material handler	\$8.78 s	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$6.25 u	\$1.71 u	\$0.43 u	\$0.36 u	\$0.00
Food service worker	\$5.15 u	\$1.17	\$0.36 u	\$0.30 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 2

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$11.53 u	\$1.05	\$0.47	\$0.31	\$0.00
Construction equipment mechanic	\$9.42	\$1.59 c	\$1.08 c	\$0.19	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$10.75	\$0.00	\$0.00	\$0.47	\$0.00
Electronics mechanic, computer	\$11.05	\$1.65 s	\$0.00	\$0.42	\$0.21
Office machine servicer	\$12.34	\$0.60 s	\$0.00	\$0.49 s	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 3

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$11.41 s	\$0.00	\$0.56 s	\$0.51 s	\$0.00
Boiler operator	\$12.65	\$2.41	\$1.07	\$0.23	\$0.00
Building inspector	\$15.39 c	\$2.41 c	\$0.96 c	\$0.87 c	\$0.00
Cleaner/janitor	\$7.37	\$1.84	\$0.00	\$0.53 c	\$0.00
Ditch rider	\$11.52 c	\$0.96 c	\$0.61 c	\$0.51 c	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$12.90 u	\$1.70 u	\$0.89 u	\$0.36	\$0.00
Janitor-building maintenance	\$12.38	\$1.95 u	\$0.89	\$0.34	\$0.00
Janitorial services supervisor	\$16.88 u	\$1.32	\$0.66	\$0.78	\$0.00
Radio engineer technician	\$17.54 c	\$1.25 s	\$0.00	\$0.83 c	\$0.00
Street sweeper operator	\$14.22 c	\$2.02 c	\$0.96 c	\$0.00	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$12.78 c	\$2.15 c	\$1.00 c	\$0.83 c	\$0.00
Garbage collector	\$14.10	\$2.06	\$0.49	\$0.46	\$0.00
Groundskeeper	\$10.31 c	\$1.71 s	\$0.82 c	\$0.00	\$0.00
Snow shoveler	\$10.21 c	\$0.00	\$0.00	\$0.00	\$0.00
Weed sprayer	\$9.23	\$0.00	\$0.00	\$0.00	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 3

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$13.14 c	\$2.09 c	\$0.91 c	\$0.75 c	\$0.00
Pump station operator	\$15.07 c	\$1.78 c	\$1.22 c	\$0.60 c	\$0.00
Sanitary landfill operator	\$15.89	\$0.00	\$1.87	\$0.22	\$0.00
Sewage disposal worker	\$11.83 s	\$1.26 s	\$0.83 s	\$0.67 s	\$0.00
Sewer pipe cleaner/ repairer	\$13.80 c	\$1.80 c	\$0.92 c	\$0.84 c	\$0.00
Wastewater treatment plant operator	\$16.38	\$0.00	\$2.00	\$0.16	\$0.00
Wastewater treatment plant attendant	\$13.68 c	\$2.74 c	\$0.93 c	\$0.89 c	\$0.00
Water treatment plant operator	\$14.32 c	\$2.45 c	\$0.98 c	\$0.92 c	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$10.17 c	\$1.71 c	\$0.69 c	\$0.60 c	\$0.00
Correction officer	\$8.34 s	\$1.03 s	\$0.57 s	\$0.48 s	\$0.00
Dispatcher	\$10.20	\$1.57	\$0.86	\$0.82	\$0.00
Dogcatcher	\$11.55 c	\$1.82 c	\$0.78 c	\$0.70 c	\$0.00
Jailer	\$11.87 c	\$1.59 c	\$0.83 c	\$0.73 c	\$0.00
Parking enforcement officer	\$9.64 c	\$2.16 c	\$0.66 c	\$0.55 c	\$0.00
Probation/parole officer	\$15.53 c	\$1.52 c	\$1.06 c	\$0.93 c	\$0.00
Security guard	\$11.29 u	\$2.45 u	\$1.80 u	\$0.64 u	\$0.00
Fire protection:					
Fire marshal	\$19.57 c	\$2.39 c	\$1.97 c	\$1.07 c	\$0.00
Firefighter	\$13.81 c	\$2.38 c	\$2.18 c	\$0.82 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 3

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$10.65	\$0.00	\$0.81	\$0.67	\$0.00
Van driver	\$7.43 c	\$1.56 c	\$0.00	\$0.50 c	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$12.39 c	\$1.66 c	\$1.11 c	\$0.63 c	\$0.00
Community health nurse	\$15.65 c	\$1.58 c	\$1.14 c	\$0.00	\$0.00
General duty nurse	\$16.62	\$2.18	\$0.74 c	\$0.60	\$0.00
Licensed practical nurse	\$13.57	\$1.88	\$0.48	\$0.93	\$0.00
Medical laboratory technician	\$15.69	\$1.96	\$0.00	\$0.52	\$0.00
Nurse anesthetist	\$34.01 c	\$2.27 c	\$4.75 c	\$3.28 c	\$0.00
Nurse assistant	\$7.94	\$1.67	\$0.46	\$0.45	\$0.00
Nurse practitioner	\$24.57 c	\$0.00	\$0.98 c	\$0.00	\$0.00
Office nurse	\$13.43	\$2.85	\$0.00	\$0.00	\$0.00
Orderly	\$6.93 c	\$0.00	\$0.00	\$1.25 c	\$0.00
Material and mail handling:					
Mail handler	\$8.76 c	\$1.59 c	\$0.56 c	\$0.26 c	\$0.00
Material handler	\$8.78 s	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$8.09	\$1.55	\$0.75	\$0.44	\$0.00
Food service worker	\$6.98	\$1.70	\$0.35	\$0.35	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 3

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$12.77	\$0.00	\$0.00	\$0.00	\$0.00
Construction equipment mechanic	\$13.83 c	\$1.57 s	\$1.37 s	\$0.79 s	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$10.53 c	\$0.00	\$0.00	\$0.43 c	\$0.00
Electronics mechanic, computer	\$12.30 c	\$1.65 s	\$0.00	\$0.64 c	\$0.28 c
Office machine servicer	\$11.78 c	\$1.25 c	\$0.00	\$0.52 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 4

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$11.41 s	\$0.00	\$0.56 s	\$0.51 s	\$0.00
Boiler operator	\$11.53	\$2.03 s	\$0.81	\$0.63 c	\$0.00
Building inspector	\$14.33	\$1.97	\$0.98	\$1.18	\$0.00
Cleaner/janitor	\$5.76 u	\$1.34 u	\$0.39 u	\$0.32	\$0.00
Ditch rider	\$11.71	\$1.53 s	\$0.74 c	\$0.57 c	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$8.61 u	\$1.35 u	\$0.59 u	\$0.50 u	\$0.00
Janitor-building maintenance	\$7.77 u	\$1.15 u	\$0.52 u	\$0.45 u	\$0.00
Janitorial services supervisor	\$12.35	\$1.80	\$0.85	\$0.82	\$0.00
Radio engineer technician	\$13.95 s	\$1.25 s	\$0.00	\$0.65 s	\$0.00
Street sweeper operator	\$13.45 c	\$0.00	\$0.99 c	\$0.00	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$9.84 c	\$1.73 s	\$0.71 s	\$0.71 s	\$0.00
Garbage collector	\$12.56	\$1.59 u	\$0.92 u	\$0.77 u	\$0.00
Groundskeeper	\$10.89	\$1.54	\$1.29 u	\$0.66 u	\$0.00
Snow shoveler	\$10.18 s	\$0.00	\$0.00	\$0.00	\$0.00
Weed sprayer	\$9.38 c	\$0.00	\$0.00	\$0.00	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 4

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$9.22 u	\$1.06 u	\$0.64 u	\$0.53 u	\$0.00
Pump station operator	\$12.89 c	\$1.78 c	\$1.17 s	\$0.61 c	\$0.00
Sanitary landfill operator	\$14.64 c	\$0.00	\$0.99 c	\$0.35 c	\$0.00
Sewage disposal worker	\$11.83 s	\$1.26 s	\$0.83 s	\$0.67 s	\$0.00
Sewer pipe cleaner/ repairer	\$12.93	\$1.92	\$1.98	\$1.20	\$0.00
Wastewater treatment plant operator	\$12.80	\$1.59 u	\$0.85	\$0.77 u	\$0.00
Wastewater treatment plant attendant	\$11.71 c	\$2.64 s	\$0.91 c	\$0.89 s	\$0.00
Water treatment plant operator	\$10.82 u	\$1.06 u	\$0.74 u	\$0.62 u	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$6.00 u	\$1.39 u	\$0.57 u	\$0.35 u	\$0.00
Correction officer	\$8.34 s	\$1.03 s	\$0.57 s	\$0.48 s	\$0.00
Dispatcher	\$6.75 u	\$1.39 u	\$0.46 u	\$0.39 u	\$0.00
Dogcatcher	\$11.28	\$1.26	\$0.76	\$0.59	\$0.00
Jailer	\$7.44 u	\$1.39 u	\$0.51 u	\$0.43 u	\$0.00
Parking enforcement officer	\$10.19 c	\$2.19 s	\$0.69 c	\$0.54 s	\$0.00
Probation/parole officer	\$15.12 c	\$1.31 c	\$1.03 c	\$0.97 c	\$0.00
Security guard	\$9.05 c	\$0.00	\$0.00	\$0.00	\$0.00
Fire protection:					
Fire marshal	\$19.47 c	\$2.54 c	\$2.31 c	\$1.32 c	\$0.00
Firefighter	\$15.04 u	\$1.06 u	\$1.04 u	\$0.87 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 4

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$11.01	\$1.17 u	\$0.71	\$0.41	\$0.00
Van driver	\$6.80 c	\$0.00	\$0.00	\$0.37 c	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$9.45 c	\$1.66 s	\$1.02 s	\$0.60 s	\$0.00
Community health nurse	\$13.31 u	\$1.35 u	\$0.91 u	\$0.77 u	\$0.00
General duty nurse	\$13.31 u	\$1.34 u	\$0.73	\$0.77 u	\$0.00
Licensed practical nurse	\$9.08 u	\$1.16	\$0.34	\$0.35	\$0.00
Medical laboratory technician	\$15.46	\$0.08	\$0.00	\$0.91	\$0.00
Nurse anesthetist	\$43.61 c	\$1.42 c	\$4.75 c	\$3.28 c	\$0.00
Nurse assistant	\$5.81 u	\$0.22	\$0.40 u	\$0.34 u	\$0.00
Nurse practitioner	\$24.86 c	\$0.00	\$0.00	\$0.00	\$0.00
Office nurse	\$13.47	\$0.00	\$0.00	\$0.40	\$0.00
Orderly	\$6.50 c	\$0.00	\$0.00	\$0.00	\$0.00
Material and mail handling:					
Mail handler	\$9.03 c	\$1.61 c	\$0.58 c	\$0.11 c	\$0.00
Material handler	\$8.78 c	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$7.16 u	\$1.73 u	\$0.49 u	\$0.41 u	\$0.00
Food service worker	\$5.75 u	\$1.73 u	\$0.40 u	\$0.33 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 4

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$10.23 u	\$1.06 u	\$0.71 u	\$0.59 u	\$0.00
Construction equipment mechanic	\$11.83	\$1.48 c	\$1.14 c	\$0.79 s	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$12.35 c	\$0.00	\$0.00	\$0.00	\$0.00
Electronics mechanic, computer	\$11.39	\$1.34 c	\$0.00	\$0.57 c	\$0.00
Office machine servicer	\$12.20	\$0.25	\$0.00	\$0.48	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 5

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$11.41 s	\$0.00	\$0.56 s	\$0.51 s	\$0.00
Boiler operator	\$11.28 u	\$1.33 u	\$0.78 u	\$0.65 u	\$0.00
Building inspector	\$16.31	\$2.15 c	\$0.97 c	\$0.97 c	\$0.00
Cleaner/janitor	\$7.79	\$1.22	\$0.00	\$0.31	\$0.00
Ditch rider	\$11.11 c	\$1.56 c	\$0.71 c	\$0.84 c	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$10.17	\$1.51 u	\$0.69	\$0.74 u	\$0.00
Janitor-building maintenance	\$8.87 u	\$1.33 u	\$0.61 u	\$0.51 u	\$0.00
Janitorial services supervisor	\$12.13 c	\$1.49 c	\$0.86 c	\$0.81 c	\$0.00
Radio engineer technician	\$13.95 s	\$1.25 s	\$0.00	\$0.65 s	\$0.00
Street sweeper operator	\$13.02 u	\$1.51 u	\$0.90 u	\$0.75 u	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$11.79 c	\$1.85 c	\$0.80 c	\$0.82 c	\$0.00
Garbage collector	\$13.02 u	\$1.51 u	\$0.90 u	\$0.75 u	\$0.00
Groundskeeper	\$11.91	\$1.63 c	\$0.86	\$0.00	\$0.00
Snow shoveler	\$13.02 u	\$1.51 u	\$0.90 u	\$0.75 u	\$0.00
Weed sprayer	\$10.44 c	\$0.00	\$0.00	\$0.00	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 5

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$12.34	\$1.98 c	\$0.84	\$0.86 c	\$0.00
Pump station operator	\$15.86	\$1.83 s	\$1.10	\$0.59 c	\$0.00
Sanitary landfill operator	\$15.20	\$0.00	\$1.13	\$0.32 c	\$0.00
Sewage disposal worker	\$12.49 c	\$1.55 c	\$0.90 c	\$0.71 c	\$0.00
Sewer pipe cleaner/ repairer	\$14.92	\$1.84 c	\$1.24 c	\$0.98 c	\$0.00
Wastewater treatment plant operator	\$17.26	\$1.95 c	\$1.18	\$0.66 c	\$0.00
Wastewater treatment plant attendant	\$11.64 c	\$2.74 c	\$0.88 c	\$0.89 c	\$0.00
Water treatment plant operator	\$16.08	\$1.88 c	\$1.09	\$1.00 c	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$10.23 u	\$1.33 u	\$0.71 u	\$0.59 u	\$0.00
Correction officer	\$8.34 s	\$1.03 s	\$0.57 s	\$0.48 s	\$0.00
Dispatcher	\$7.39 u	\$1.73 u	\$0.51 u	\$0.43 u	\$0.00
Dogcatcher	\$11.39 c	\$1.67 c	\$0.78 c	\$0.67 c	\$0.00
Jailer	\$11.59 c	\$1.55 c	\$0.80 c	\$0.70 c	\$0.00
Parking enforcement officer	\$9.68 c	\$2.16 c	\$0.66 c	\$0.55 c	\$0.00
Probation/parole officer	\$13.06 u	\$1.33 u	\$0.90 u	\$0.75 u	\$0.00
Security guard	\$10.00	\$1.64	\$0.66	\$0.47	\$0.00
Fire protection:					
Fire marshal	\$20.26 u	\$1.51 u	\$2.91 u	\$1.17 u	\$0.00
Firefighter	\$13.33	\$1.51 u	\$2.02 u	\$0.81 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 5

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$11.40	\$0.00	\$0.00	\$0.53 c	\$0.00
Van driver	\$7.10 c	\$0.00	\$0.00	\$0.43 c	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$11.11 c	\$1.66 c	\$1.11 c	\$0.63 c	\$0.00
Community health nurse	\$16.18	\$0.00	\$0.00	\$0.00	\$0.00
General duty nurse	\$16.37	\$1.77 c	\$0.00	\$1.05	\$0.00
Licensed practical nurse	\$10.91	\$1.36 c	\$0.00	\$0.56	\$0.00
Medical laboratory technician	\$21.11	\$1.52 c	\$0.00	\$0.90	\$0.00
Nurse anesthetist	\$37.88 c	\$2.16 c	\$4.75 c	\$3.28 c	\$0.00
Nurse assistant	\$7.55	\$0.76	\$0.00	\$0.22	\$0.00
Nurse practitioner	\$26.85	\$0.00	\$0.00	\$0.00	\$0.00
Office nurse	\$13.34	\$0.00	\$2.25	\$0.81	\$0.00
Orderly	\$6.93 c	\$0.00	\$0.00	\$1.25 c	\$0.00
Material and mail handling:					
Mail handler	\$9.12	\$1.60	\$0.58	\$0.10	\$0.00
Material handler	\$8.78 s	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$7.77	\$1.61 s	\$0.00	\$0.44	\$0.00
Food service worker	\$6.92	\$0.00	\$0.00	\$0.41 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 5

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$11.02 u	\$1.51 u	\$0.76 u	\$0.64 u	\$0.00
Construction equipment mechanic	\$13.58	\$1.52 c	\$1.37 s	\$0.79 s	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$12.07 c	\$0.00	\$0.00	\$0.00	\$0.00
Electronics mechanic, computer	\$11.07	\$1.65 s	\$0.00	\$0.67 c	\$0.00
Office machine servicer	\$11.91 c	\$0.60 c	\$0.00	\$0.50 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 6

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$11.36 c	\$0.00	\$0.20 c	\$0.51 s	\$0.00
Boiler operator	\$19.84	\$2.32 c	\$1.07 c	\$1.91	\$0.00
Building inspector	\$10.61 u	\$1.88 u	\$0.73 u	\$0.61 u	\$0.00
Cleaner/janitor	\$8.21	\$0.00	\$0.00	\$0.36 c	\$0.00
Ditch rider	\$10.78 c	\$1.34 c	\$0.38 c	\$0.53 s	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$9.81 u	\$1.46	\$0.68 u	\$0.57 u	\$0.00
Janitor-building maintenance	\$8.18 u	\$1.88 u	\$0.56 u	\$0.47 u	\$0.00
Janitorial services supervisor	\$10.07	\$1.35 c	\$0.72 c	\$0.67 c	\$0.00
Radio engineer technician	\$13.95 s	\$1.25 s	\$0.00	\$0.65 s	\$0.00
Street sweeper operator	\$10.52 u	\$1.88	\$0.73 u	\$0.61 u	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$10.52 u	\$2.05 u	\$0.73 u	\$0.61 u	\$0.00
Garbage collector	\$10.52 u	\$2.05 u	\$0.73 u	\$0.61 u	\$0.00
Groundskeeper	\$10.52 u	\$1.90	\$0.73 u	\$0.61 u	\$0.00
Snow shoveler	\$10.18 c	\$0.00	\$0.00	\$0.00	\$0.00
Weed sprayer	\$10.52 u	\$2.05 u	\$0.73 u	\$0.61 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 6

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$9.81 u	\$1.88 u	\$0.68 u	\$0.57 u	\$0.00
Pump station operator	\$10.52 u	\$2.05 u	\$0.73 u	\$0.61 u	\$0.00
Sanitary landfill operator	\$10.52 u	\$1.88	\$0.73 u	\$0.61 u	\$0.00
Sewage disposal worker	\$13.38	\$2.13	\$0.91	\$0.77	\$0.00
Sewer pipe cleaner/ repairer	\$10.52 u	\$1.82	\$0.73 u	\$0.61 u	\$0.00
Wastewater treatment plant operator	\$10.52 u	\$1.88 u	\$0.71 u	\$0.61 u	\$0.00
Wastewater treatment plant attendant	\$10.52 u	\$1.88 u	\$0.71 u	\$0.61 u	\$0.00
Water treatment plant operator	\$10.52 u	\$2.05 u	\$0.73 u	\$0.61 u	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$10.21 s	\$1.71 s	\$0.70 s	\$0.60 s	\$0.00
Correction officer	\$8.34 s	\$1.03 s	\$0.57 s	\$0.48 s	\$0.00
Dispatcher	\$5.37 u	\$1.79	\$0.37 u	\$0.31 u	\$0.00
Dogcatcher	\$9.48 u	\$1.55	\$0.65 u	\$0.54 u	\$0.00
Jailer	\$10.42 c	\$1.38 s	\$0.73 s	\$0.66 s	\$0.00
Parking enforcement officer	\$9.10	\$2.12	\$0.62	\$0.52	\$0.00
Probation/parole officer	\$14.32 c	\$1.19 c	\$0.90 c	\$1.08 c	\$0.00
Security guard	\$9.72 c	\$1.64 c	\$0.66 c	\$0.42 c	\$0.00
Fire protection:					
Fire marshall	\$21.86 c	\$2.42 s	\$2.56 c	\$1.33 s	\$0.00
Firefighter	\$10.89 u	\$1.88 u	\$0.75 u	\$0.63 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 6

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$11.49	\$3.10	\$0.81	\$0.67	\$0.00
Van driver	\$6.57 c	\$0.00	\$0.00	\$0.27 c	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$12.11	\$1.66	\$1.11	\$0.63	\$0.18
Community health nurse	\$15.09 c	\$0.00	\$0.00	\$0.00	\$0.00
General duty nurse	\$14.62	\$0.75	\$1.08	\$0.92	\$0.00
Licensed practical nurse	\$11.72	\$0.80	\$0.78	\$0.65	\$0.00
Medical laboratory technician	\$14.51	\$1.81 c	\$0.00	\$0.59 c	\$0.00
Nurse anesthetist	\$37.60 c	\$2.72 c	\$0.00	\$0.00	\$0.00
Nurse assistant	\$10.64	\$0.75	\$0.72	\$0.61	\$0.00
Nurse practitioner	\$23.97	\$1.30	\$0.68	\$1.87	\$1.19
Office nurse	\$14.48	\$0.00	\$0.00	\$0.00	\$0.00
Orderly	\$6.50 s	\$0.00	\$0.00	\$0.00	\$0.00
Material and mail handling:					
Mail handler	\$11.14 c	\$1.86 c	\$0.56 c	\$0.33 c	\$0.00
Material handler	\$8.78 s	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$9.47	\$1.43 c	\$0.00	\$0.46 c	\$0.00
Food service worker	\$6.61	\$0.00	\$0.00	\$0.36 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 6

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$11.19 u	\$1.88 u	\$0.77 u	\$0.61	\$0.00
Construction equipment mechanic	\$14.70 c	\$1.94 c	\$1.37 s	\$0.79 s	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$11.54	\$0.00	\$0.42	\$0.40	\$0.00
Electronics mechanic, computer	\$11.97 c	\$2.10 c	\$0.00	\$0.67 c	\$0.00
Office machine servicer	\$11.44	\$1.25	\$0.00	\$0.55	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 7

Occupation	Prevailing Wage Rate		Health/ Welfare		Pension		*Vacation		Training
Maintenance of publicly owned buildings and facilities:									
Basin operator	\$11.80	c	\$0.00		\$0.44	c	\$0.51	s	\$0.00
Boiler operator	\$13.29	c	\$2.03	s	\$0.94	s	\$0.92	c	\$0.00
Building inspector	\$15.87	c	\$2.19	c	\$1.00	c	\$1.05	c	\$0.00
Cleaner/janitor	\$7.68		\$0.00		\$0.00		\$0.36	c	\$0.00
Ditch rider	\$11.08	c	\$1.54	c	\$0.55	c	\$0.57	c	\$0.00
Elevator repairer	\$23.14	u	\$4.33	u	\$2.46	u	\$1.39	u	\$0.15 u
Highway maintenance worker	\$9.77		\$1.02		\$0.67		\$0.55		\$0.13
Janitor-building maintenance	\$9.29		\$1.32	u	\$0.64	u	\$0.54	u	\$0.00
Janitorial services supervisor	\$13.50		\$1.62	c	\$0.74	c	\$0.68	c	\$0.00
Radio engineer technician	\$13.95	s	\$1.25	s	\$0.00		\$0.65	s	\$0.00
Street sweeper operator	\$7.32	u	\$1.32	u	\$0.51	u	\$0.42	u	\$0.00
Grounds maintenance for publicly owned property:									
Cemetery worker	\$10.82	u	\$1.32	u	\$0.75	u	\$0.62	u	\$0.00
Garbage collector	\$12.97	c	\$1.93	c	\$1.49	c	\$0.96	c	\$0.00
Groundskeeper	\$7.75		\$1.77	c	\$0.83	c	\$0.00		\$0.00
Snow shoveler	\$10.32	c	\$0.00		\$0.00		\$0.00		\$0.00
Weed sprayer	\$9.16	c	\$0.00		\$0.00		\$0.00		\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 7

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$9.65 u	\$1.32 u	\$0.67 u	\$0.56 u	\$0.00
Pump station operator	\$14.20 c	\$1.83 s	\$1.07 c	\$0.72 c	\$0.00
Sanitary landfill operator	\$13.67 c	\$1.32 c	\$0.95 c	\$0.60 c	\$0.00
Sewage disposal worker	\$12.41 c	\$1.57 c	\$0.91 c	\$0.73 c	\$0.00
Sewer pipe cleaner/ repairer	\$13.73 c	\$1.85 c	\$1.32 c	\$1.00 c	\$0.00
Wastewater treatment plant operator	\$10.52 u	\$1.32 u	\$0.73 u	\$0.61 u	\$0.00
Wastewater treatment plant attendant	\$7.32 u	\$1.32 u	\$0.51 u	\$0.42 u	\$0.00
Water treatment plant operator	\$12.99 c	\$1.80 c	\$1.18 c	\$0.99 c	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$10.21 s	\$1.71 s	\$0.70 s	\$0.60 s	\$0.00
Correction officer	\$8.34 s	\$1.03 s	\$0.57 s	\$0.48 s	\$0.00
Dispatcher	\$8.76	\$0.86	\$0.36	\$0.48	\$0.00
Dogcatcher	\$8.76 u	\$1.32 u	\$0.60 u	\$0.51 u	\$0.00
Jailer	\$8.55	\$1.20	\$0.58	\$0.49	\$0.15
Parking enforcement officer	\$9.34 c	\$2.18 c	\$0.63 c	\$0.53 c	\$0.00
Probation/parole officer	\$14.28 c	\$1.28 s	\$1.00 s	\$0.96 c	\$0.00
Security guard	\$8.88 c	\$0.00	\$0.66 c	\$0.42 c	\$0.00
Fire protection:					
Fire marshal	\$22.11 c	\$2.42 s	\$2.74 c	\$1.73 c	\$0.00
Firefighter	\$12.09 u	\$1.32 u	\$1.74 u	\$0.70 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 7

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$8.92	\$0.00	\$0.00	\$0.00	\$0.00
Van driver	\$6.52 c	\$0.00	\$0.00	\$0.25 c	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$11.10 c	\$1.66 c	\$1.11 c	\$0.61 c	\$0.00
Community health nurse	\$14.02	\$0.00	\$0.00	\$0.00	\$0.00
General duty nurse	\$16.96	\$1.74	\$0.00	\$0.74 s	\$0.00
Licensed practical nurse	\$10.42	\$1.02 c	\$0.00	\$0.49 c	\$0.00
Medical laboratory technician	\$12.58	\$0.00	\$0.00	\$0.48 s	\$0.00
Nurse anesthetist	\$43.33 c	\$1.68 c	\$0.00	\$0.00	\$0.00
Nurse assistant	\$6.20	\$0.69 c	\$0.00	\$0.34 c	\$0.00
Nurse practitioner	\$25.27 c	\$0.00	\$0.00	\$0.00	\$0.00
Office nurse	\$13.02	\$0.00	\$0.00	\$0.17	\$0.00
Orderly	\$6.19 c	\$0.00	\$0.00	\$0.00	\$0.00
Material and mail handling:					
Mail handler	\$11.31 c	\$1.86 c	\$0.58 c	\$0.32 c	\$0.00
Material handler	\$8.61 c	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$8.79	\$1.43 c	\$0.00	\$0.49 c	\$0.00
Food service worker	\$7.21	\$0.00	\$0.00	\$0.38 s	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 7

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$11.32 u	\$1.32 u	\$0.78 u	\$0.65 u	\$0.00
Construction equipment mechanic	\$14.40 c	\$1.74 c	\$1.37 s	\$0.79 s	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$12.42 c	\$0.00	\$1.17 c	\$0.47 c	\$0.00
Electronics mechanic, computer	\$12.67 c	\$1.74 c	\$0.00	\$0.66 c	\$0.00
Office machine servicer	\$11.91 c	\$0.60 c	\$0.00	\$0.50 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 8

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$11.37	\$0.00	\$0.20	\$0.51 c	\$0.00
Boiler operator	\$14.61	\$2.03 s	\$0.94 s	\$0.92	\$0.00
Building inspector	\$16.57 c	\$2.35 c	\$0.92 c	\$0.96 c	\$0.00
Cleaner/janitor	\$7.11	\$1.24	\$0.48	\$0.33	\$0.00
Ditch rider	\$10.53	\$1.44	\$0.20	\$0.24 c	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$12.80	\$1.70 u	\$0.89	\$0.74	\$0.00
Janitor-building maintenance	\$6.02 u	\$0.94 u	\$0.48 u	\$0.23 u	\$0.00
Janitorial services supervisor	\$8.87 u	\$1.25	\$0.61 u	\$0.51 u	\$0.00
Radio engineer technician	\$13.95 s	\$1.25 s	\$0.00	\$0.65 s	\$0.00
Street sweeper operator	\$12.51 c	\$1.53 c	\$0.82 c	\$0.76 c	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$10.72 c	\$1.75 c	\$0.71 c	\$0.77 c	\$0.00
Garbage collector	\$12.09 c	\$1.79 c	\$0.89 c	\$0.72 c	\$0.00
Groundskeeper	\$6.39 u	\$1.56 u	\$0.44 u	\$0.37 u	\$0.00
Snow shoveler	\$10.25 c	\$0.00	\$0.00	\$0.00	\$0.00
Weed sprayer	\$8.76 c	\$0.00	\$0.00	\$0.00	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 8

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$10.86	\$2.19 c	\$0.89 c	\$0.73 c	\$0.00
Pump station operator	\$13.78 c	\$2.04 c	\$1.05 c	\$0.73 c	\$0.00
Sanitary landfill operator	\$12.95 c	\$1.41 c	\$0.87 c	\$0.67 c	\$0.00
Sewage disposal worker	\$12.37 c	\$1.53 c	\$0.90 c	\$0.74 c	\$0.00
Sewer pipe cleaner/ repairer	\$13.80 c	\$1.80 c	\$0.95 c	\$0.86 c	\$0.00
Wastewater treatment plant operator	\$9.64	\$0.00	\$1.22 s	\$0.66 s	\$0.00
Wastewater treatment plant attendant	\$9.35 c	\$2.64 s	\$0.87 s	\$0.89 s	\$0.00
Water treatment plant operator	\$10.32	\$1.89 c	\$0.91 c	\$0.90 c	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$10.21 s	\$1.71 s	\$0.70 s	\$0.60 s	\$0.00
Correction officer	\$8.34 c	\$1.03 c	\$0.57 c	\$0.48 c	\$0.00
Dispatcher	\$10.97	\$2.22	\$0.74	\$0.63	\$0.00
Dogcatcher	\$10.66 c	\$1.35 c	\$0.75 c	\$0.62 c	\$0.00
Jailer	\$9.68 c	\$1.02 c	\$0.54 c	\$0.54 c	\$0.00
Parking enforcement officer	\$9.27	\$2.22	\$0.62	\$0.53	\$0.00
Probation/parole officer	\$13.44 c	\$0.88 c	\$0.91 c	\$0.91 c	\$0.00
Security guard	\$9.00 s	\$0.00	\$0.00	\$0.00	\$0.00
Fire protection:					
Fire marshal	\$20.11 s	\$2.42 s	\$2.19 s	\$1.33 s	\$0.00
Firefighter	\$14.06 c	\$2.32 c	\$1.58 c	\$0.82 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 8

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$11.14	\$0.00	\$0.00	\$0.62	\$0.00
Van driver	\$5.85	\$0.00	\$0.00	\$0.14	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$10.72 c	\$1.66 c	\$1.11 c	\$0.61 c	\$0.00
Community health nurse	\$13.37 c	\$0.00	\$0.00	\$0.00	\$0.00
General duty nurse	\$18.96	\$1.37	\$0.00	\$0.74 s	\$0.00
Licensed practical nurse	\$12.10	\$1.23	\$0.00	\$0.74	\$0.00
Medical laboratory technician	\$17.96	\$0.00	\$0.00	\$0.48 s	\$0.00
Nurse anesthetist	\$49.06 c	\$2.16 s	\$0.00	\$0.00	\$0.00
Nurse assistant	\$5.51 u	\$0.75	\$0.48 u	\$0.21 u	\$0.00
Nurse practitioner	\$25.11 c	\$1.47 c	\$0.97 c	\$1.64 c	\$0.00
Office nurse	\$17.47	\$0.00	\$0.00	\$0.00	\$0.00
Orderly	\$6.05 u	\$0.94 u	\$0.48 u	\$0.23 u	\$0.00
Material and mail handling:					
Mail handler	\$15.70	\$2.31	\$0.56 s	\$0.69	\$0.00
Material handler	\$8.65 c	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$6.31 u	\$0.94 u	\$0.48 u	\$0.24 u	\$0.00
Food service worker	\$6.54	\$1.20 u	\$0.47	\$0.31	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 8

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$8.87 u	\$1.56 u	\$0.61 u	\$0.51 u	\$0.00
Construction equipment mechanic	\$16.61	\$1.99	\$2.45	\$1.00	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$12.00 c	\$0.00	\$0.42 c	\$0.42 c	\$0.00
Electronics mechanic, computer	\$12.21	\$2.14	\$0.00	\$0.55	\$0.00
Office machine servicer	\$11.44 c	\$1.25 c	\$0.00	\$0.55 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 9

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$11.41 c	\$0.00	\$0.56 c	\$0.51 c	\$0.00
Boiler operator	\$12.04	\$2.03 s	\$0.63 c	\$0.61 c	\$0.00
Building inspector	\$14.37 c	\$1.97 c	\$0.98 c	\$1.18 c	\$0.00
Cleaner/janitor	\$7.27	\$0.00	\$0.00	\$0.36	\$0.00
Ditch rider	\$11.36	\$1.83 c	\$0.78	\$0.17	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$11.18	\$1.28 u	\$0.26	\$0.40	\$0.00
Janitor-building maintenance	\$6.50 u	\$1.22	\$0.45 u	\$0.38 u	\$0.00
Janitorial services supervisor	\$12.13	\$1.77	\$0.61	\$0.57	\$0.00
Radio engineer technician	\$13.95 s	\$1.25 s	\$0.00	\$0.65 s	\$0.00
Street sweeper operator	\$11.39 c	\$0.00	\$0.84 c	\$0.00	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$9.36 c	\$1.54 c	\$0.61 c	\$0.58 c	\$0.00
Garbage collector	\$9.94	\$1.82 c	\$1.74 c	\$1.02 c	\$0.00
Groundskeeper	\$9.84	\$1.70 c	\$0.77 s	\$0.00	\$0.00
Snow shoveler	\$10.18 s	\$0.00	\$0.00	\$0.00	\$0.00
Weed sprayer	\$7.00	\$0.00	\$0.00	\$0.00	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 9

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$11.01 c	\$1.94 c	\$1.23 c	\$0.89 c	\$0.00
Pump station operator	\$10.88 c	\$1.83 s	\$1.17 s	\$0.59 c	\$0.00
Sanitary landfill operator	\$10.33	\$1.01 c	\$0.70	\$0.60	\$0.00
Sewage disposal worker	\$11.83 s	\$1.26 s	\$0.83 s	\$0.67 s	\$0.00
Sewer pipe cleaner/ repairer	\$12.61 c	\$1.89 c	\$1.95 c	\$1.19 c	\$0.00
Wastewater treatment plant operator	\$11.97 c	\$1.78 c	\$1.22 s	\$0.66 s	\$0.00
Wastewater treatment plant attendant	\$11.55 s	\$2.64 s	\$0.87 s	\$0.89 s	\$0.00
Water treatment plant operator	\$12.33 c	\$1.53 c	\$1.26 c	\$1.04 c	\$0.00
Law enforcement, including janitors and prison guards:					
Bailliff	\$10.21 s	\$1.71 s	\$0.70 s	\$0.60 s	\$0.00
Correction officer	\$8.35 c	\$1.03 c	\$0.57 c	\$0.48 c	\$0.00
Dispatcher	\$9.07	\$0.69	\$0.32	\$0.56	\$0.00
Dogcatcher	\$10.82 c	\$1.09 c	\$0.75 c	\$0.66 s	\$0.00
Jailer	\$10.38	\$0.30	\$0.26	\$0.47	\$0.00
Parking enforcement officer	\$9.36 c	\$2.22 c	\$0.62 c	\$0.53 c	\$0.00
Probation/parole officer	\$13.44 c	\$0.88 c	\$0.91 c	\$0.91 c	\$0.00
Security guard	\$7.04 c	\$0.00	\$0.00	\$0.00	\$0.00
Fire protection:					
Fire marshal	\$20.11 s	\$2.42 s	\$2.19 s	\$1.33 s	\$0.00
Firefighter	\$15.40 c	\$2.39 c	\$2.27 c	\$1.41 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 9

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$10.82	\$0.00	\$0.69	\$0.55	\$0.00
Van driver	\$6.18 c	\$0.00	\$0.00	\$0.13 c	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$7.82 c	\$1.66 s	\$1.02 s	\$0.60 s	\$0.00
Community health nurse	\$15.00	\$0.90	\$0.20	\$0.44	\$0.00
General duty nurse	\$17.58	\$1.47 c	\$0.00	\$0.74 s	\$0.00
Licensed practical nurse	\$11.76	\$0.62	\$0.00	\$0.40	\$0.00
Medical laboratory technician	\$17.23	\$0.00	\$0.00	\$0.48 s	\$0.00
Nurse anesthetist	\$49.06 c	\$2.16 s	\$0.00	\$0.00	\$0.00
Nurse assistant	\$7.75	\$0.79	\$0.00	\$0.27	\$0.00
Nurse practitioner	\$26.82	\$0.00	\$0.00	\$0.00	\$0.00
Office nurse	\$12.01	\$2.20	\$0.00	\$0.49	\$0.00
Orderly	\$6.19	\$0.00	\$0.00	\$0.00	\$0.00
Material and mail handling:					
Mail handler	\$15.29 c	\$2.27 c	\$0.56 s	\$0.64 c	\$0.00
Material handler	\$8.65	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$7.95	\$1.16	\$0.00	\$0.51	\$0.00
Food service worker	\$6.50 u	\$1.73 u	\$0.45 u	\$0.38 u	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 9

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$10.54	\$0.00	\$0.00	\$0.00	\$0.00
Construction equipment mechanic	\$13.95 c	\$1.54 c	\$1.55 c	\$0.88 c	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$14.37 c	\$0.00	\$0.00	\$0.00	\$0.00
Electronics mechanic, computer	\$14.64	\$1.59 c	\$0.00	\$0.55 c	\$0.00
Office machine servicer	\$12.20 c	\$0.25 c	\$0.00	\$0.48 c	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 10

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Maintenance of publicly owned buildings and facilities:					
Basin operator	\$10.68	\$2.69	\$0.71	\$0.69	\$0.00
Boiler operator	\$9.54	\$1.12	\$0.66	\$0.56	\$0.00
Building inspector	\$13.66 s	\$2.04 s	\$0.87 s	\$0.82 s	\$0.00
Cleaner/janitor	\$6.60	\$0.00	\$0.41	\$0.45	\$0.00
Ditch rider	\$10.70 c	\$1.62 c	\$0.52 c	\$0.24 c	\$0.00
Elevator repairer	\$23.14 u	\$4.33 u	\$2.46 u	\$1.39 u	\$0.15 u
Highway maintenance worker	\$11.37	\$1.39	\$0.79	\$0.81	\$0.00
Janitor-building maintenance	\$9.00	\$2.60	\$0.61	\$0.61	\$0.00
Janitorial services supervisor	\$11.27	\$1.97	\$0.70	\$0.76	\$0.00
Radio engineer technician	\$13.95 s	\$1.25 s	\$0.00	\$0.65 s	\$0.00
Street sweeper operator	\$13.35 s	\$0.00	\$0.93 s	\$0.00	\$0.00
Grounds maintenance for publicly owned property:					
Cemetery worker	\$8.51	\$1.46	\$0.60	\$0.53	\$0.00
Garbage collector	\$9.95 c	\$2.04 s	\$2.52 s	\$0.80 s	\$0.00
Groundskeeper	\$8.72	\$1.96	\$0.63	\$0.59	\$0.00
Snow shoveler	\$10.18 s	\$0.00	\$0.00	\$0.00	\$0.00
Weed sprayer	\$9.38	\$0.00	\$0.63	\$0.52	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 10

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Operation of public drinking water supply, waste collection, and waste disposal systems:					
Meter reader	\$10.16 c	\$2.19 c	\$0.68 c	\$0.60 c	\$0.00
Pump station operator	\$14.03 s	\$1.83 s	\$1.17 s	\$0.60 s	\$0.00
Sanitary landfill operator	\$11.02 c	\$0.95 c	\$0.75 c	\$0.64 c	\$0.00
Sewage disposal worker	\$11.83 s	\$1.26 s	\$0.83 s	\$0.67 s	\$0.00
Sewer pipe cleaner/ repairer	\$13.44 s	\$1.83 s	\$1.23 s	\$0.98 s	\$0.00
Wastewater treatment plant operator	\$9.78 c	\$0.00	\$1.22 s	\$0.66 s	\$0.00
Wastewater treatment plant attendant	\$11.55 s	\$2.64 s	\$0.87 s	\$0.89 s	\$0.00
Water treatment plant operator	\$11.48 c	\$1.91 s	\$0.76 c	\$1.00 s	\$0.00
Law enforcement, including janitors and prison guards:					
Bailiff	\$10.21 s	\$1.71 s	\$0.70 s	\$0.60 s	\$0.00
Correction officer	\$8.34	\$1.03	\$0.57	\$0.48	\$0.00
Dispatcher	\$5.90	\$0.89 c	\$0.41	\$0.34	\$0.00
Dogcatcher	\$11.35 s	\$1.59 s	\$0.77 s	\$0.66 s	\$0.00
Jailer	\$9.68	\$1.53	\$0.67	\$0.62	\$0.00
Parking enforcement officer	\$9.27 c	\$2.22 c	\$0.62 c	\$0.53 c	\$0.00
Probation/parole officer	\$13.21 c	\$1.28 s	\$1.00 s	\$0.65 c	\$0.00
Security guard	\$9.00 s	\$0.00	\$0.00	\$0.00	\$0.00
Fire protection:					
Fire marshal	\$20.11 s	\$2.42 s	\$2.19 s	\$1.33 s	\$0.00
Firefighter	\$14.57 s	\$2.38 s	\$2.22 s	\$1.18 s	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 10

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Public or school transportation driving:					
Bus driver	\$10.35	\$0.00	\$0.80	\$0.75	\$0.00
Van driver	\$6.60 s	\$0.00	\$0.00	\$0.28 s	\$0.00
Nursing, nurse's aide services, and medical laboratory technician services:					
Emergency medical technician	\$10.85 s	\$1.66 s	\$1.02 s	\$0.60 s	\$0.00
Community health nurse	\$12.43	\$0.00	\$0.00	\$0.62 c	\$0.00
General duty nurse	\$15.00	\$1.04	\$0.39	\$0.82	\$0.00
Licensed practical nurse	\$12.38	\$1.39	\$0.73	\$0.74	\$0.00
Medical laboratory technician	\$15.02	\$1.13	\$0.00	\$0.66	\$0.00
Nurse anesthetist	\$46.33 c	\$2.16 s	\$0.00	\$0.00	\$0.00
Nurse assistant	\$8.19	\$0.99	\$0.00	\$0.38	\$0.00
Nurse practitioner	\$26.30 c	\$0.00	\$0.00	\$0.00	\$0.00
Office nurse	\$11.83	\$1.78	\$0.91	\$0.47	\$0.00
Orderly	\$6.19 c	\$0.00	\$0.00	\$0.00	\$0.00
Material and mail handling:					
Mail handler	\$15.70 c	\$2.31 c	\$0.56 s	\$0.69 c	\$0.00
Material handler	\$8.65 c	\$0.00	\$0.00	\$0.00	\$0.00
Food service and cooking:					
Cook	\$7.99	\$2.99	\$0.52	\$0.48	\$0.00
Food service worker	\$6.68	\$0.00	\$0.46	\$0.28	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

District 10

Occupation	Prevailing Wage Rate	Health/ Welfare	Pension	*Vacation	Training
Motor vehicle and construction equipment repair and servicing:					
Automotive mechanic	\$10.95	\$0.94	\$0.37	\$0.43	\$0.00
Construction equipment mechanic	\$12.09	\$1.22	\$0.82	\$0.76	\$0.00
Appliance and office machine repair and servicing:					
Appliance service representative	\$11.75 s	\$0.00	\$0.00	\$0.00	\$0.00
Electronics mechanic, computer	\$12.96 c	\$1.72 c	\$0.00	\$0.59 c	\$0.00
Office machine servicer	\$11.99 s	\$0.60 s	\$0.00	\$0.49 s	\$0.00

*Vacation amount is included in the prevailing rate and is subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement. Non-signatory employers must pay the prevailing rate. Vacation should not be included in any overtime calculation. See page ii for a complete explanation.

s - Rate listed is calculated as a statewide weighted average for this occupation. There was not enough data submitted to calculate a district rate.

c - Rate listed is calculated using contiguous district rates. There was not enough data submitted to calculate a district rate.

u - Rate listed is taken from an existing collective bargaining agreement. MCA 18-2-401 (9) (b) requires that prevailing rates cannot be higher than existing collective bargaining agreement rates.

1,150 copies of this public document were published at an estimated cost of \$1.30 per copy, for a total cost of \$1,495.00, which includes \$1,495.00 for printing and \$0.00 for distribution.